

NO CHANGE in Class. ☐

☐ DECLASSIFIED

Class. CHANGED TO: TS S

DDA Memo, 4 Apr 77

19 February 1958

Auth: DDA REG. 77/1263

Date: 13 MAR 1978

MEMORANDUM FOR: Director of Training

SUBJECT: Weekly Report #5
Assessment and Evaluation Staff
12 - 18 February 1958

I. SIGNIFICANT ITEMS.

1. For some time the A&E Staff has been debriefing case officers returning from overseas tours. These persons, who are referred to us by the divisions on a rotating schedule, are questioned concerning various experiences and problems which may have a bearing upon assessment for overseas assignments. In the last ten of these debriefings we have tried to emphasize the case officer's agent handling activities and his experiences in the agent-case officer relationship. Each officer was asked to pick one agent with whom he had worked and to describe fairly completely the problems in recruiting, motivating, controlling, etc. in the case. Although our sample is small and is not satisfactorily representative of the whole Agency, the following incidental findings appear to be significant:

a. Not one of the ten case officers was older than his agent. In fact, the agents were on the average 14 years older than their case officers.

b. In most of these cases, a serious management problem arose when the case officer completed his tour and attempted to transfer the agent to someone else's supervision. These difficulties seemed to be a consequence of the strong personal element in the agent-case officer relationship.

II. OTHER ACTIVITIES.

1. On Monday and Tuesday, February 17 and 18, A&E offices were covered during the greater part of each day, and some business was transacted. Two persons arrived to be tested Monday and they were accommodated. One assessment case turned up but was sent away and rescheduled.

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Approved For Release 2004/02/03 : CIA-RDP60-00594A000300110007-5

SUBJECT: Weekly Report #8

2. [redacted] was here on Wednesday and Thursday, February 12 and 13, consulting with members of the staff on various research and test development problems. One major topic of discussion was A&E plans for the development of better instruments for indicating an individual's probable adjustment to foreign cultures, indigenous people, unfamiliar or uncongenial ideas and situations, etc.

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3. [redacted] spent 10 - 11 February 1958 here. In addition to participating in intensive assessment, he conducted seminars with assessment psychologists on the application of an interviewing technique which he has developed to our process.

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4. On 12 February 1958 [redacted] and Dr. [redacted] administered the "In-Basket Test" (referred to last week) to the Staff. This will furnish valuable information for future development of this technique.

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5. Messrs. [redacted] Executive Secretary Administration Career Board, met with [redacted] to explore the possibility of A&E assistance in connection with the career management of some 100 members of the Administration Career Service in grades 12 and above. The DD/S apparently directed them to get in touch with us, and [redacted] reports that this step was stimulated by [redacted] recent briefing of Col. White. Their request at this point is very general and somewhat vague. Our next step is to formulate more specifically what the needs are and how we can help meet them. If a special study of a research nature is required or if service activities beyond our normal operations are necessary, we will have a tentative statement in writing for [redacted] review when he returns.

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6. Final evaluations for all students in the Audio Counter-measures program were prepared in draft and reviewed with CF/OS on Friday. These evaluations will include the following:

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- a. achievement ratings in each of the course subjects.
 - b. summary of performance and relevant characteristics.
 - c. a "Conclusion and Recommendations" which sets forth the limitations of this first presentation, and in appropriate cases qualifies students within the limitations.

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SUBJECT: Weekly Report #8

7. It is still too early to report progress on the development of the scientific and technical program. Basic objectives are under discussion within and among OSI, FI/ [] and OTR. The objectives as presently understood are very general--too general to permit any determination of the direction in which training and its evaluation support will move.

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8. Chief, Assessment Branch visited [] on 13 February 1958 with Messrs. [] to obtain information on the JOT's in UFC #12.

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9. JOT applicant [] was interviewed. Our initial report sent to the JOTP office based on the PATB had not carried a recommendation because the data left many questions unanswered. Our interview resolved these questions, and we were able to make a recommendation of "Excellent" with the specification that this was for "DDI-type" activity. We did not feel that he was suitable for operational type duties.

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10. JOT [] was intensively assessed for two days, 10 - 11 February 1958. In addition to the "routine questions" explored in our JOT assessments, we had, in this case, specific questions from IO [] where [] is "assigned." At the present state of our thinking [] does not appear suitable for the job IO [] has in mind for him. A report on him will cross your desk shortly.

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Acting Chief,
Assessment and Evaluation